

Peer Support: Understanding Peer Drift

Self Help and Recovery Exchange

*Supervision of Peer Workforce
Conference*

2024

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*National Technical Assistance
Provider*



**The Alliance
for Rights
and Recovery**
Formerly NYAPRS



The Alliance Mission Statement

The Alliance for Rights and Recovery is a state and national change agent that has been dedicated to improving services, public policies, social conditions for people with mental health, substance use and trauma-related challenges by promoting health, wellness, recovery and rights, with full community inclusion, so that all may achieve maximum potential in communities of choice.



How The Alliance Actualizes Our Mission and Values

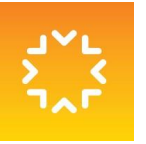
- ▶ The Alliance (formerly NYAPRS) was founded in 1981. Since 1993, our focus has been to:
- ▶ **Advocate:** we support upwards of 750 self and system advocates to act via an Annual Albany Legislative Day and support and deliver ongoing state and national advocacy throughout the year; we are also are a respected source of timely national advocacy & policy information for our community, field and the media.





- ▶ **Educate:** We host highly acclaimed training events, conferences and webinars that support organizations, systems and states to implement effective recovery support and services for a broad diversity of individuals with mental, substance use and trauma related challenges.
- ▶ **Innovate:** We created the NYAPRS Peer Bridger Model™ in 1994 and have developed numerous adaptations.
- ▶ **Celebrate:** We host a nationally acclaimed Annual Conference that draws over 700 attendees.

See More at www.RightsandRecovery.org



INNOVATE

ADVOCATE



TE





Technical Assistance Across the Nation

Alabama

Alaska

California

Colorado

Maine

Massachusetts

Nebraska

New Jersey

North Carolina

United Behavior Health Community Plan

Optum Health Plan

North Dakota

Ohio

Oregon

Pennsylvania

Utah

Virginia

Washington State

Wisconsin

Mississippi



PEER SPECIALISTS ARE


People who have been successful in their own recovery process from mental health, substance use and/or trauma related challenges, who help others experiencing similar situations enter and stay engaged in the recovery process.





PEER SUPPORT SERVICES ARE

A range of **NON-CLINICAL** support services designed to help people with mental health, substance use, and/or trauma related challenges manage their recovery successfully.



Support Looks Like....

A relational way of
being with each
other

A balance of power
in relationships
between Peers.

Mutual support
that promotes our
recovery.

Teaching and
learning from each
other.

Challenging each
other when we are
'stuck'.

Moving towards
what we want.



Peer Bridger Values



All people, regardless of past experiences have the capacity to recover.



All people deserve the opportunity to fundamentally change their lives for the better.



All people can get out of the hospital, stay out of the hospital live a satisfying and self-directed life.



"We are all ONE but
different,
Different but the Same!"

YR 1/2

WHAT IS PEER DRIFT?

When the role of the peer specialist begins to deviate from the practices that distinguish peer support workers from clinical providers.





How Does Peer Drift Happen?

Role confusion and
ambiguity around
the duties and
functions of the peer



TWO CATEGORIES OF PEER DRIFT:

ORGANIZATIO
NAL
AND
INDIVIDUAL



Organizational Peer Drift:

When non-peer colleagues marginalize peer support workers



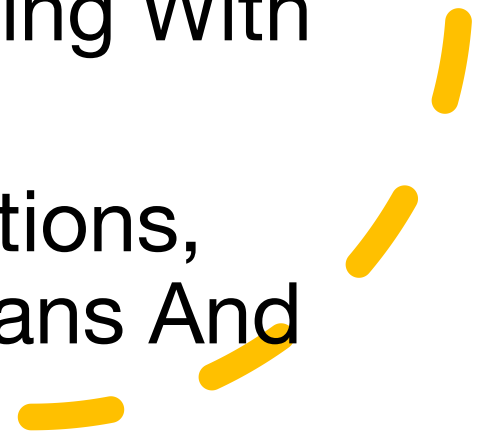
INDIVIDUAL PEER DRIFT:

- Individual Peer Drift:
 - When peer support workers' tasks inadvertently take on the characteristics of their non-peer colleagues (drifting toward a clinical)
 - Are perceived as a form of other support by the individuals with whom they work (sponsor, informal therapist)



What Peer Support Workers DO:

- Serve As A Role Model
- Provide Support During Hospitalization, Transition, Crisis, And In The Community
- Help With Goal Setting And Wellness Planning
- Make Connections with other Supports
- Support In Communicating With Clinicians
- Support In Asking Questions, Reviewing Treatment Plans And Discharge Plans



**WHAT
PEER
SUPPORT
WORKERS
DO NOT
DO**

- Act as a Sponsor, Therapist or Clinician
- Assess, Diagnose, or Treat an Individual
- Influence individuals towards medication or treatment the person does not want
- Assimilate into other roles





Peer Specialist Code of Ethics and Boundaries



Purpose is to guide the role of the Peer Specialist



Addresses the Ethics and Boundaries of Peer Specialists regarding Peer Drift

NYS CERTIFIED PEER SPECIALIST

Codes of Ethics

Relating to Peer Drift



- A NYCPS shall not engage in conduct that does not meet generally accepted standards of practice.
- A NYCPS shall not perform services outside his or her area of training, expertise, competence, or scope of practice unless otherwise educated and trained, licensed or certified to do so.
- A NYCPS has a duty to accurately inform the persons they support in recovery and healing that some information they provide may be shared with other team members.
- NYCPS is to be knowledgeable of the importance of personal confidentiality, confidentiality of clinical records, and the procedure to help persons whom they support in recovery and healing access their clinical records.



**PEER SPECIALISTS
ARE NOT
'ANTI' CLINICAL**



PEER SPECIALIST'S RELATIONSHIPS

Clinical/Staff Relationships

- What are the roles and goals of facility staff?
- What is helpful?
- What are the obstacles?

Peer Relationships

- What is the priority of the Bridgers?
- What is helpful?
- What are the obstacles?
- **WHAT ARE THE PEER'S GOALS?**

THE
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Clinical Relationships/Focus'

Medication Compliance

Treatment Compliance

Power Differential

Consequence Driven

PRIORITIES FOLLOWING DISCHARGE: WITHIN 7 DAYS:

Attend Community Clinic Appointment

Fill Medication

Meet with Other Identified Providers





**PEER
SPECIALI
STS
SUPPORT
PEOPLE
TO:**



discover **WHAT** they
want in their life.

discover **WHO** they
want in their life.



I WORK FOR YOU

As Peer Specialists, our primary focus is always to work with and for the person served. We work in close collaboration with but not for facilities or health plans.





let's talk



WE HAVE ALL EXPERIENCED PEER DRIFT

To be accepted by the staff

To not be against staff

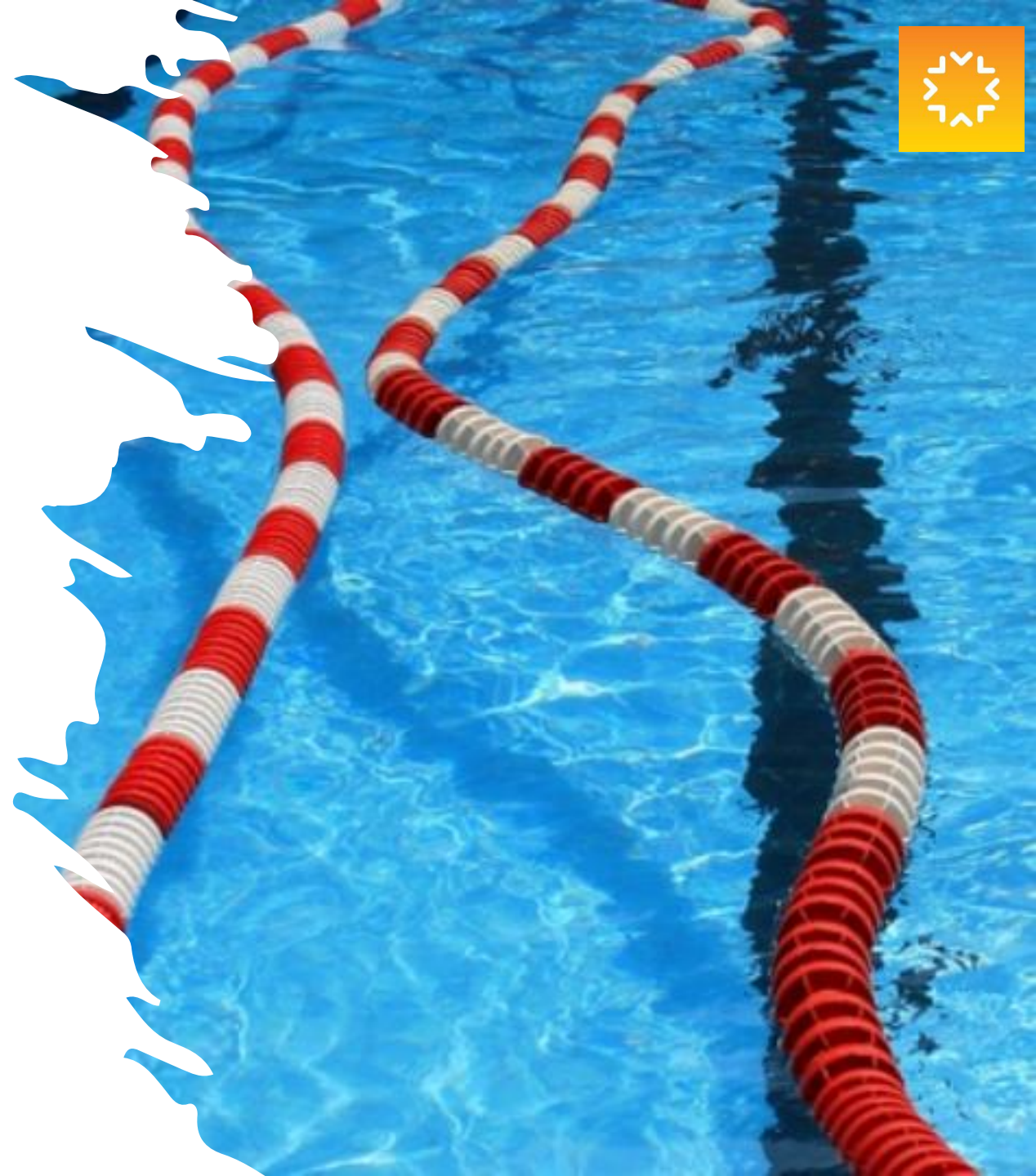
To impress others

To 'help' people

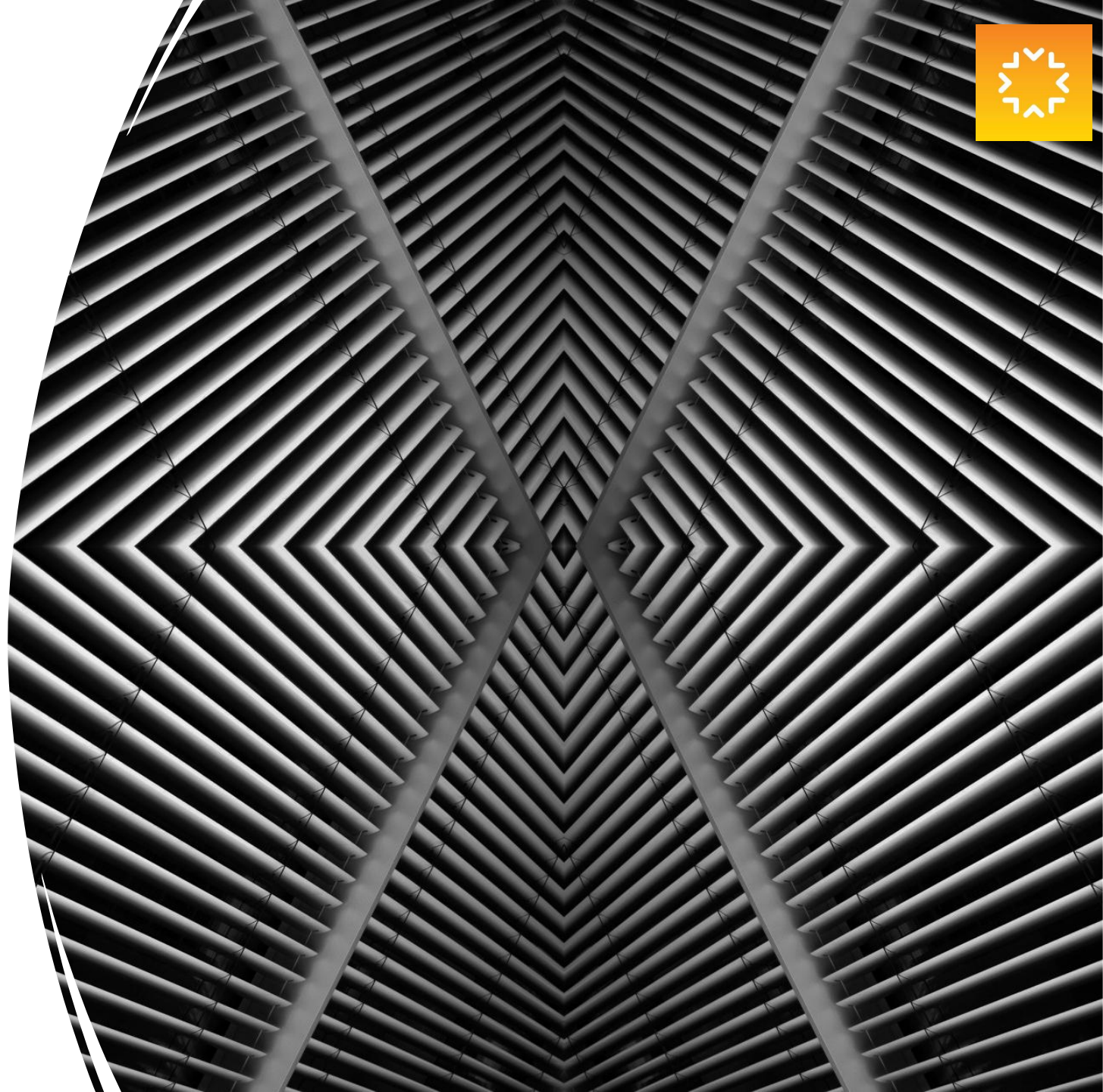
MORE.....



**WHAT HAVE
BEEN YOUR
EXPERIENCES
OF PEER DRIFT?**



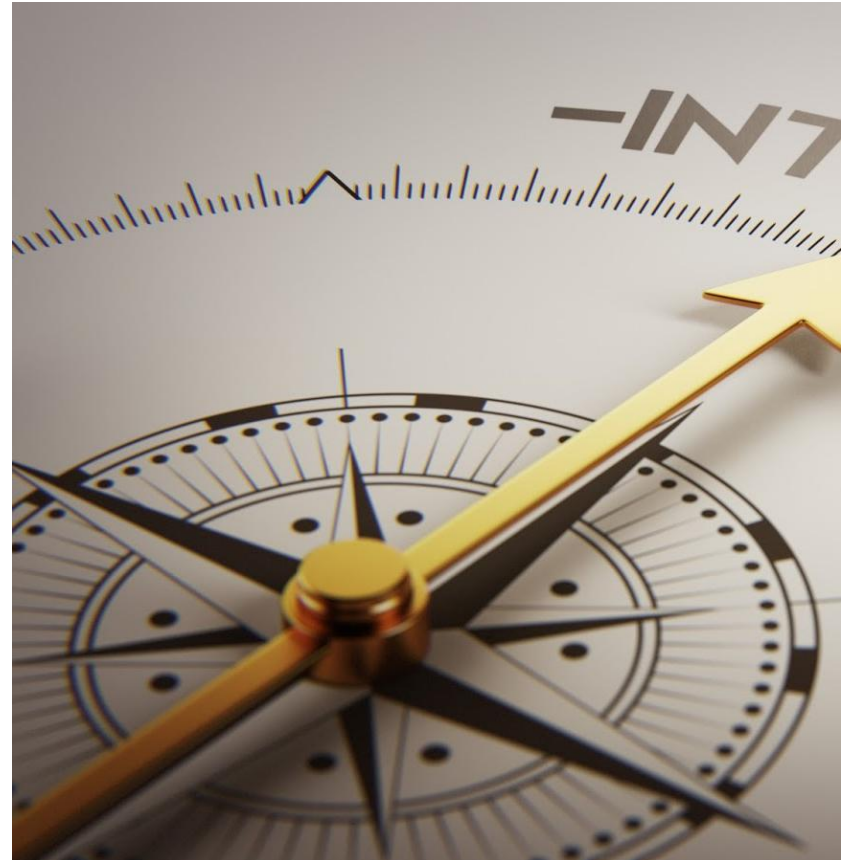
HOW DID YOU IDENTIFY PEER DRIFT?



MAINTAINING ROLE INTEGRITY FOR ORGANIZATIONS



- Clear Job Descriptions and career ladders with opportunities for advancement for peer support workers to help reduce confusion around the role of peer support workers.
- Involve peer support workers in program planning and training so that administrators and managers are familiar with services provided by peer support workers.





MAINTAINING ROLE INTEGRITY FOR ORGANIZATIONS

- Provide training and/or education for non-peer staff members on how to work with, supervise, and support peer support workers.
- Create and uphold a defined code of ethics and scope of practice in accordance with the state's certification requirements.



MAINTAINING ROLE INTEGRITY FOR SUPERVISORS

Supervisors should monitor the roles of peer support workers closely to ascertain drift early on and address it before the drift becomes normalized.





If you are not talking about Ethics, Boundaries and Peer Drift in supervision, you are not using supervision appropriately.



The Peer Bridger Lens

*“We support each other to
get out of the hospital,
stay out of the hospital and
get the hospital out of us.”*

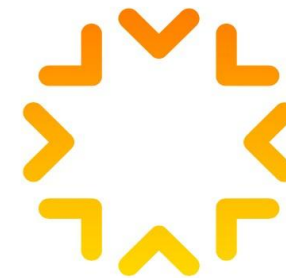


I HOPE THIS HELPS IDENTIFY AND RESPOND TO PEER DRIFT IN YOUR PEER SPECIALIST CAREER

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References

- Substance Abuse and Mental Health Services Administration (SAMHSA). *Peer Support Services in Crisis Care*. Advisory. SAMHSA Publication No. PEP22-06-04-001. Published June 2022
- New York Peer Specialist Certification Board January 2018. NYPSCB Code of Ethical Conduct & Disciplinary Procedures.

https://nypscb.org/wp-content/themes/nypscb/files/NYPSCB%20Code%20of%20Ethical%20Conduct%20Handbook%20January%202018%20Version%201_2.pdf

